

Assessment of Equal Opportunity in the Navy



Paul Rosenfeld and Zannette A. Uriell
Navy Personnel Research and Development Center

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- **Navy EO Assessment History**
- **NEOSH Survey**
- **Command EO/SH Assessment Tools:
CATSYS/CATWIN**



Navy EO Assessment History



1973 **NPRDC document recommends that a “racial barometer” be developed to measure equal opportunity climate**

1975-1984 **Navy-wide HRM survey served as basis of NPRDC organizational development and EO research program**

1983 **NPRDC publishes Navy-wide EO climate assessment based on HRM survey data**

1988 **CNO study on EO in the Navy released recommending biennial EO survey**

1989 **NPRDC administers first Navy-wide Equal Opportunity/Sexual Harassment (NEOSH) Survey**

1991 **Second administration of NEOSH Survey**



Navy EO Assessment History (continued)



1993	Third administration of NEOSH First administration of NEOSH Reserve
1994	CATSYS 2.1 implementation Navy-wide
1995	Fourth administration of NEOSH CATSYS 3.0 implementation Navy-wide
1996	Second administration of NEOSH Reserve CATSYS 4.0 implementation Navy-wide
1997	Fifth administration of NEOSH
1999	CATWin 1.0 implementation Navy-wide CATWin 1.1 upgrade completed



Navy Equal Opportunity/Sexual Harassment (NEOSH)



- Biennial survey since 1989
- Measures EO/SH perceptions of Sailors
- Two sections
 - Equal Opportunity
 - Sexual Harassment
- Large, weighted sample
 - Race
 - Gender
 - Paygrade



NEOSH : Assessment of EO



• Part I: Equal Opportunity (EO)

- EO Climate measured through 10 core EO modules
 - Groups of items developed in 1989
 - Tested over time; have remained the same since 1991
 - Simplifies comparisons between racial/ethnic and gender groups
 - Allows for statistical trend analyses with past NEOSH Surveys
- Individual EO Climate Items
- Racial/Ethnic Discrimination
- Gender Discrimination
- EO Programs and Training



NEOSH: Assessment of SH



- **Part II: Sexual Harassment**

- **SH Climate questions**
- **Percentage Who Say They Were Sexually Harassed**
- **SH Behaviors Experienced**
- **Location of Harassment**
- **Characteristics of Harassers**
- **Actions Taken After SH**
- **SH Complaints**



Future of NEOSH



- NEOSH previously revised after each administration
- Core items remain, special topics of interest added
 - Fraternization
 - Extremist/Hate Groups
 - Alcohol and Harassment
- 1999 NEOSH Survey to be administered in Fall 1999



- NEOSH Survey Findings



1989 NEOSH Survey Findings



- Established baseline assessment of EO climate perceptions
 - White male officers consistently reported the most positive perceptions of Navy EO climate
 - Blacks, particularly Black enlisted women, were least positive about EO
 - Perceptions of fairness in discipline clearly lowest among Blacks
- Established baseline rate of SH
 - 42% of enlisted women, 26% of female officers reported being sexually harassed during past 12 months



1991 NEOSH Survey Findings



- As in 1989, all groups had generally positive perceptions of the Navy's EO climate
 - Men had more positive EO climate perceptions than women; Whites and Hispanics more positive than Blacks
- Discipline items again produced the greatest racial/ethnic disparities on the NEOSH Survey
- Little change in percentage of women sexually harassed
 - Nonsignificant increase for women officer rates

FOLLOW-ON ACTION

- Development of automated survey tool for command EO climate surveys (called CATSYS) begun



1993 NEOSH Survey Findings



- Overall EO climate of Navy respondents remained positive
- Clear differences between racial/ethnic and gender subgroups
 - Among both officers and enlisted, Black women consistently had the least positive EO perceptions
 - Blacks and Hispanics experienced more racial discrimination than Whites, and women experienced more gender discrimination than men
 - Respondents who experienced racial discrimination or gender discrimination were less satisfied with the Navy, indicated increased intentions to leave, and less intentions to remain until retirement
 - Significant drop in SH rates; may reflect impact of intense post-Tailhook SH training



1995 NEOSH Survey Findings



- All groups had positive perceptions of the Navy's EO climate although gaps remained in areas such as Discipline and Discrimination
- Officer subgroups showed clear positive trends on most EO modules
- Continued drop in SH rates

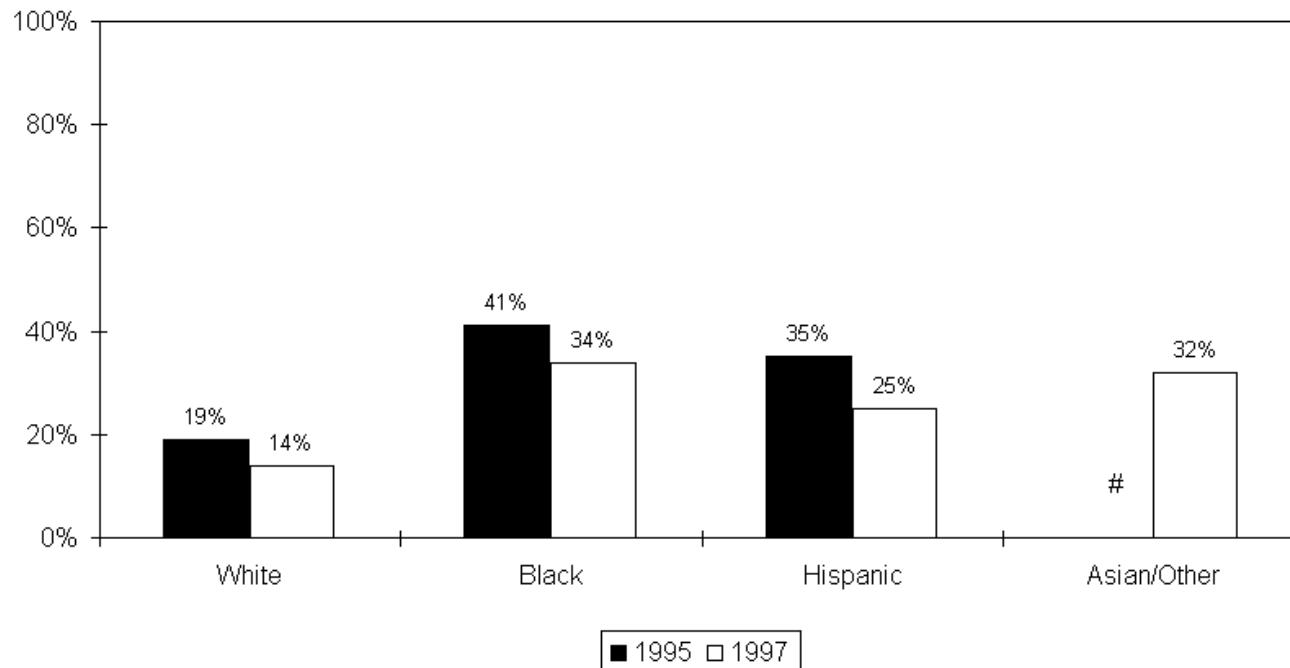


1997 NEOSH Findings

NPRST

Percentage Who Experienced Racial/Ethnic Discrimination During the Past 12 Months

Enlisted Respondents



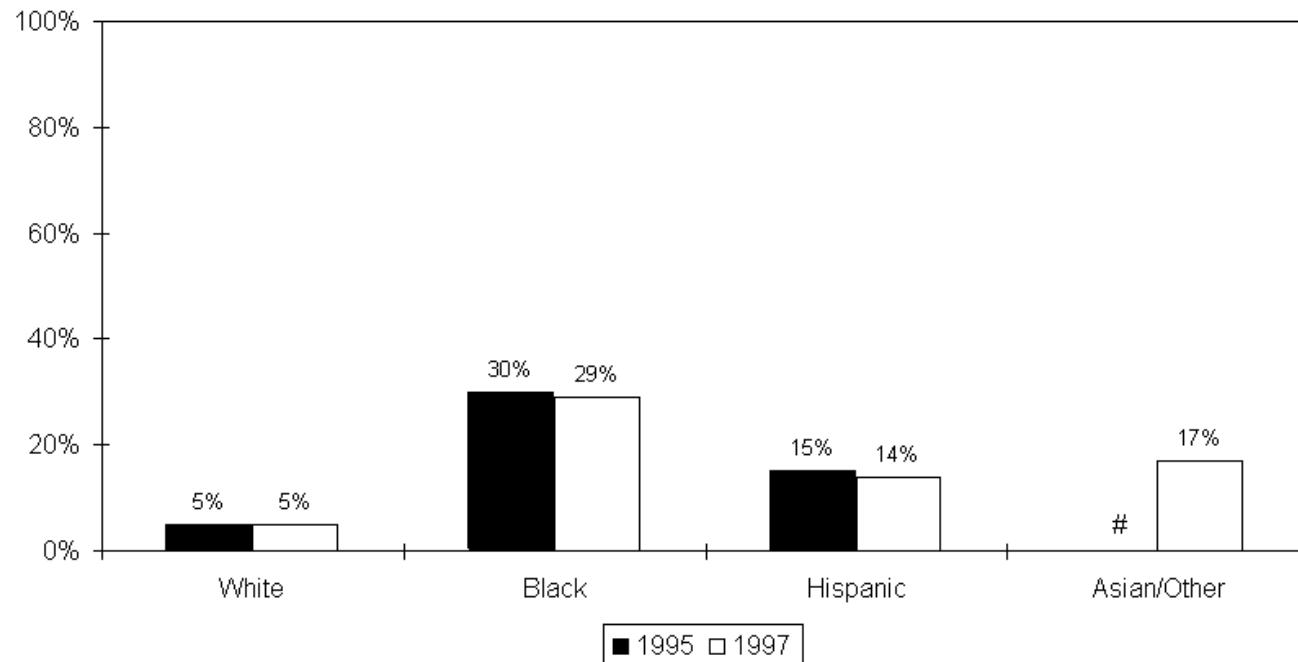


1997 NEOSH Findings



Percentage Who Experienced Racial/Ethnic Discrimination During the Past 12 Months

Officer Respondents





1997 NEOSH Findings



NEOSH: Gender Discrimination Behaviors

Enlisted
Percent "Yes"

	<u>Males</u>			<u>Females</u>		
	1993	1995	1997	1993	1995	1997
Negative Comments	9%	12%	8%	44%	43%	34%*
Offensive jokes	7%	9%	8%	35%	35%	31%
Ignored by others	5%	9%	8%*	18%	21%	17%
Given menial jobs	6%	9%	8%	20%	24%	18%*
Not asked to socialize	2%	3%	2%	10%	13%	11%
Denied potential reward/benefit	4%	5%	7%*	9%	8%	10%
Physically threatened	2%	3%	2%	6%	5%	4%
Physically assaulted	1%	2%	1%	5%	4%	3%

Note: * Statistically significant trend ($p < .01$).



1997 NEOSH Findings



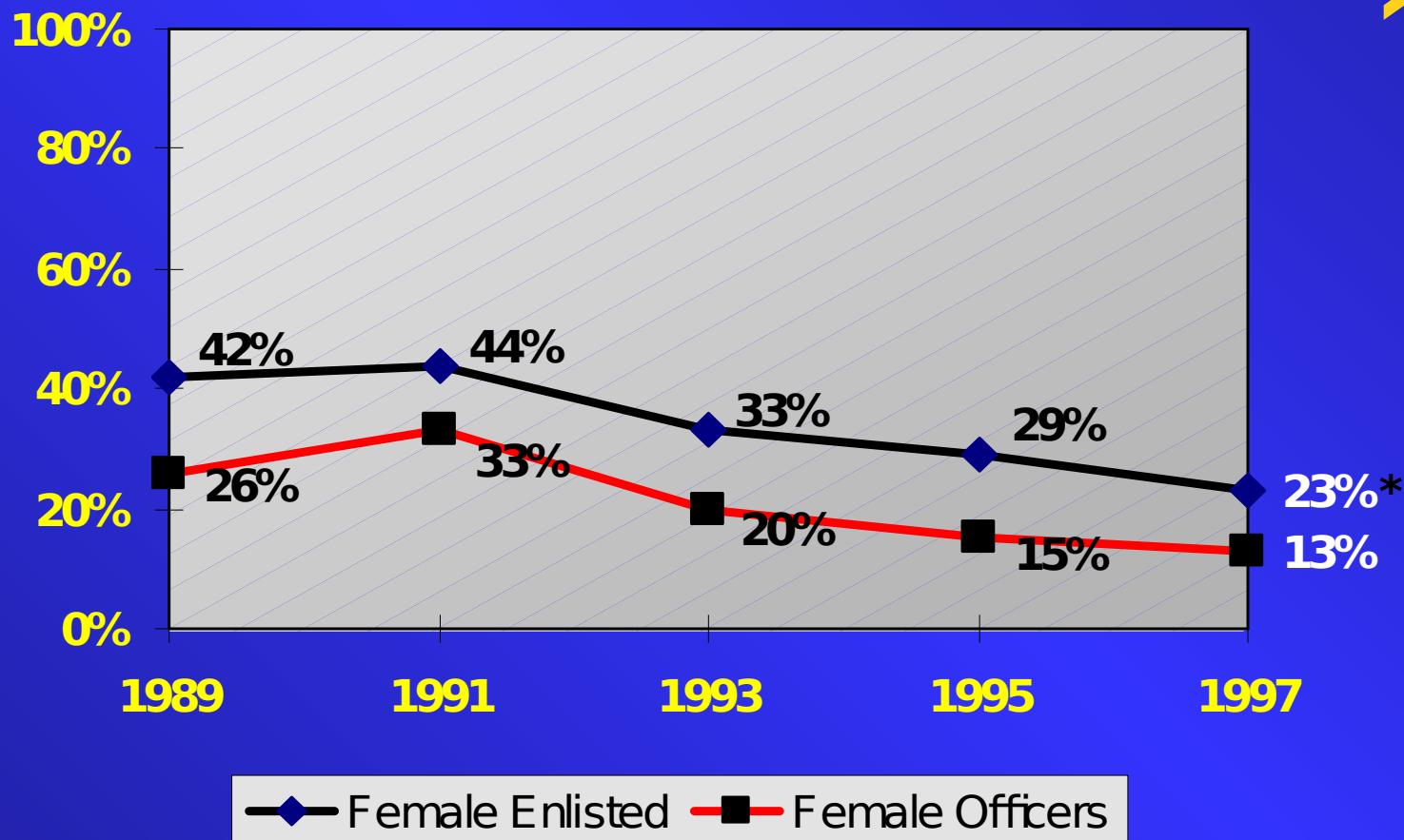
NEOSH: Gender Discrimination Behaviors

	Officers Officers			Percent "Yes"		
	1993	1995	1997	1993	1995	1997
Negative Comments	6%	4%	3%*	36%	33%	25%*
Offensive jokes	4%	3%	3%	30%	24%	19%*
Ignored by others	2%	3%	1%*	19%	21%	14%*
Given menial jobs	2%	2%	2%	11%	10%	12%
Not asked to socialize	1%	3%	1%*	12%	16%	11%
Denied potential reward/benefit	2%	2%	2%	8%	5%	8%
Physically threatened	1%	1%	0%*	0%	3%	1%*
Physically assaulted	0%	0%	0%	0%	1%	1%

Note: * Statistically significant trend ($p < .01$).

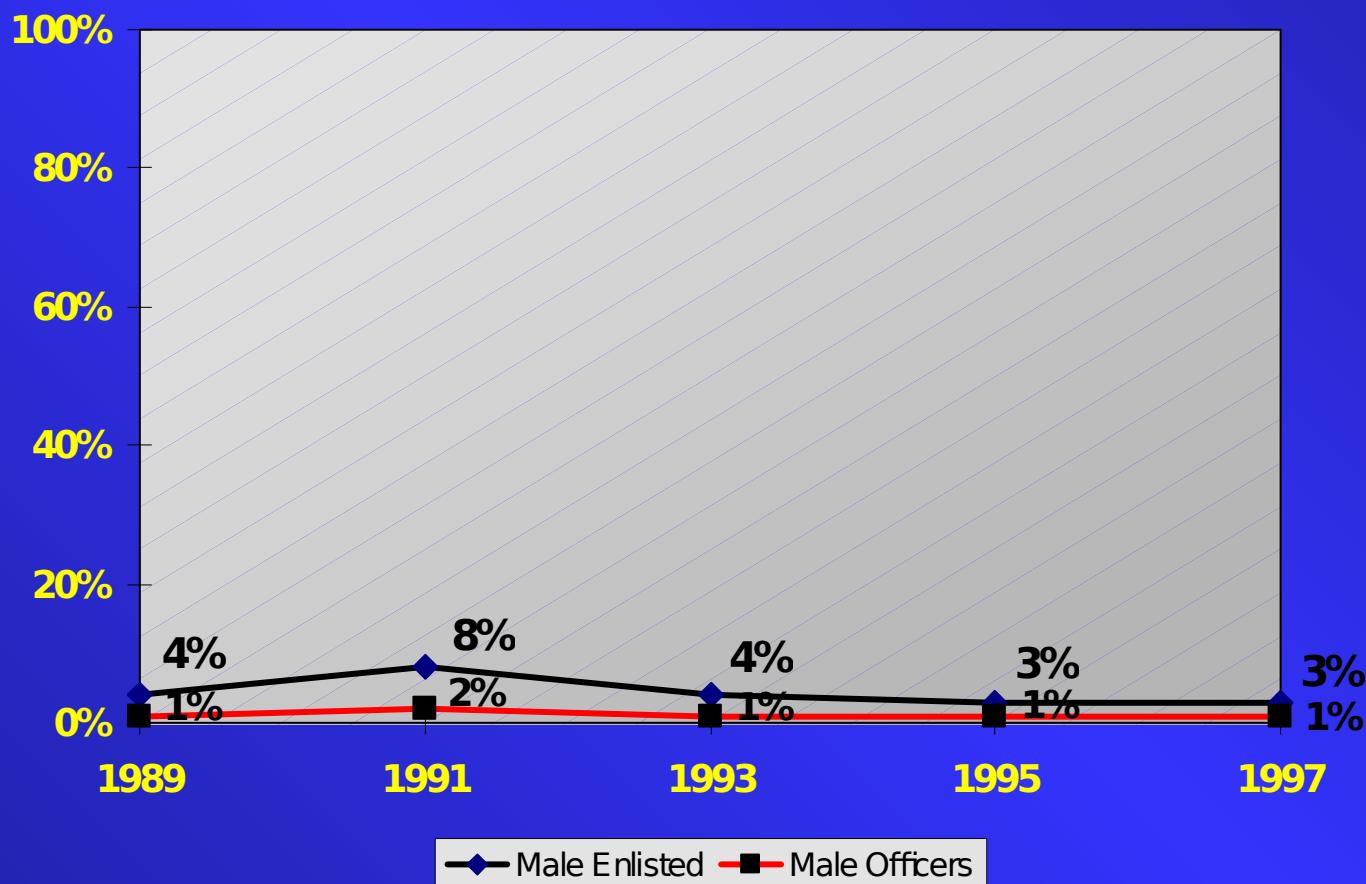


Percentage of Women Who Said They Were Sexually Harassed During the Past Year



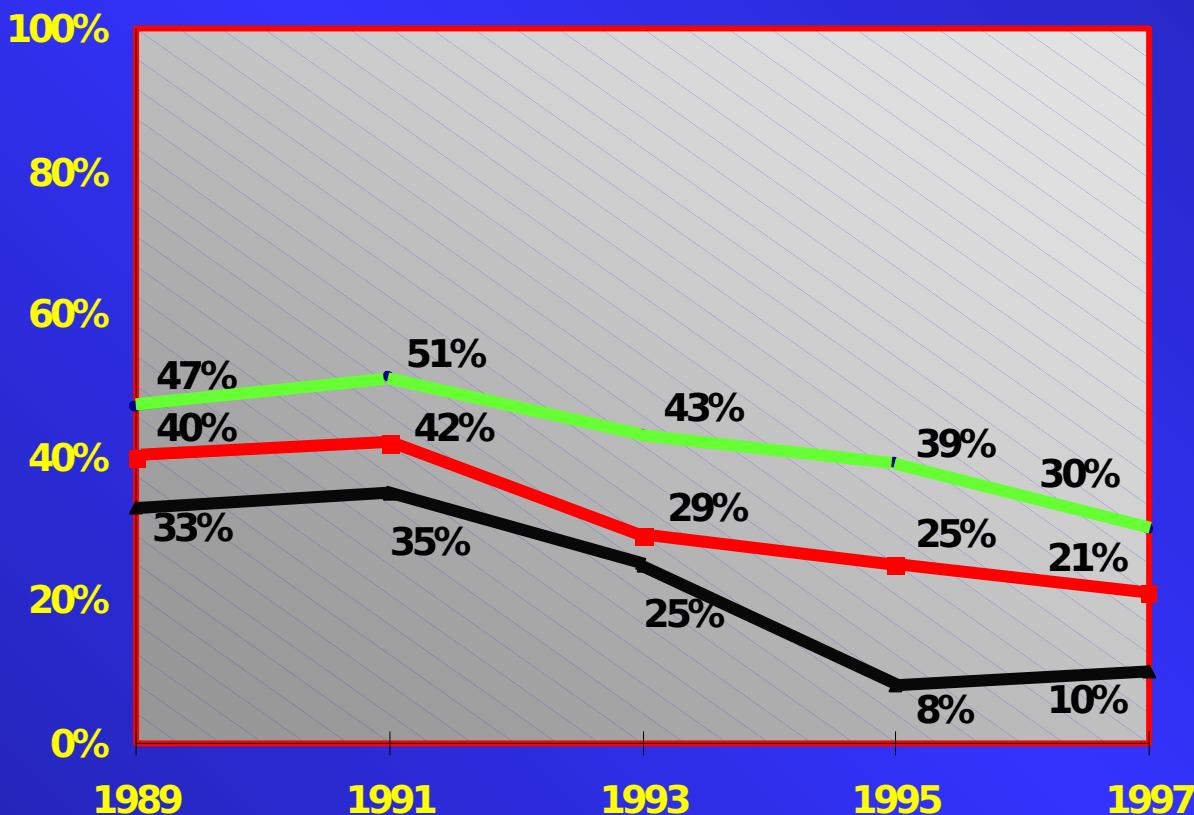


Percentage of Men Who Said They Were Sexually Harassed During the Past Year





Female Enlisted Who Said They Were Sexually Harassed by Paygroup

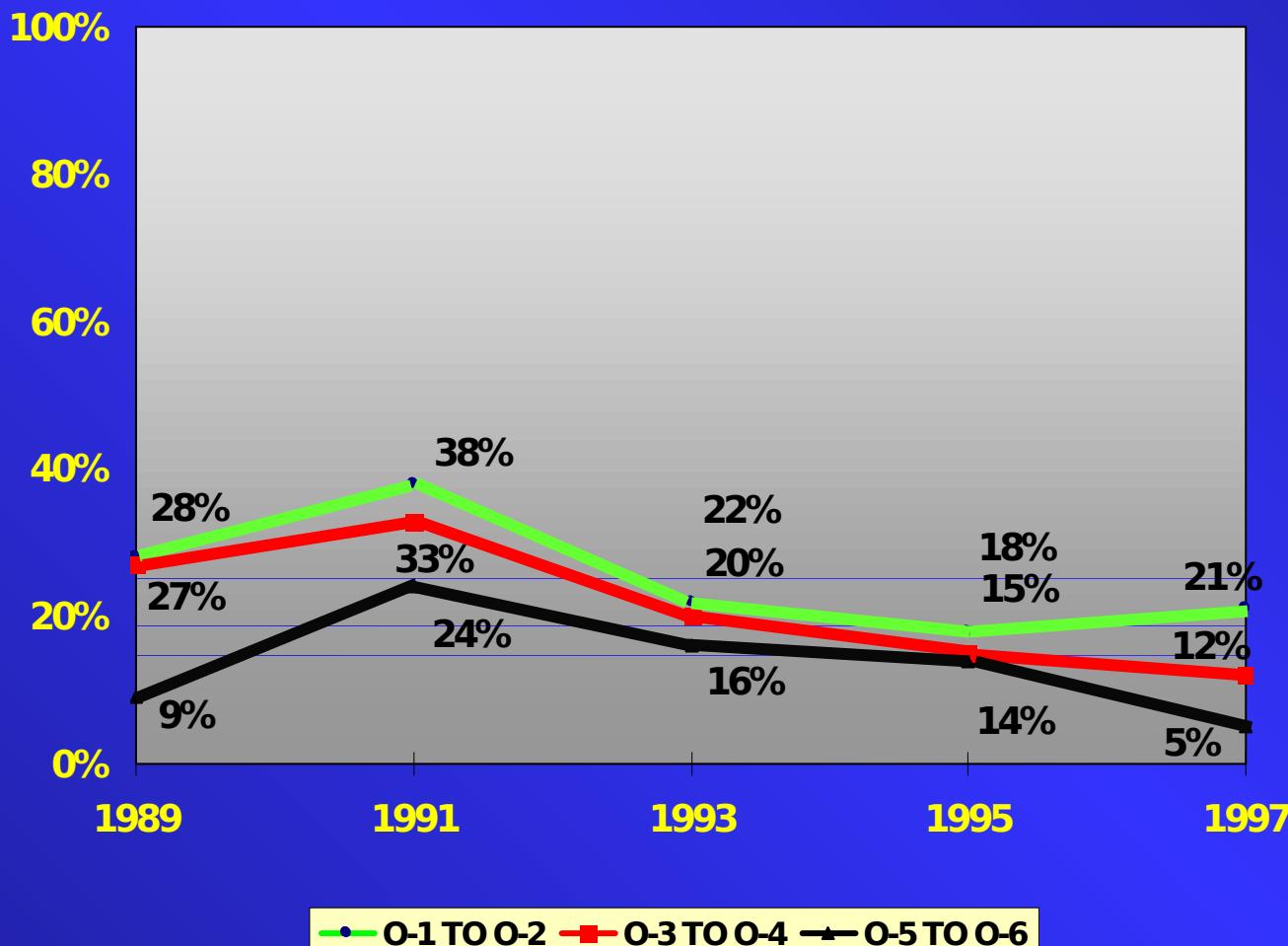


—●— E-2 TO E-3 —■— E-4 TO E-6 —▲— E-7 TO E-9

1997 NEOSH Survey



Female Officers Who Said They Were Sexually Harassed by Paygroup



1997 NEOSH Survey



Command EO/SH Assessment Tools



- CATSYS
- CATWIN



Command Assessment Team Survey System (CATSYS)



- Development began in 1991
- Implemented Navy-wide in 1993
- Automated survey software that allows Navy commands to administer, analyze, and interpret results of command EO survey
- Navy-wide norms provided in *User Guide*
- CATSYS 4.0 allows military and civilian samples to be surveyed and compared



CATSYS for Windows (CATWin): Background



- DOS version of CATSYS successfully implemented throughout Navy
- CATSYS 4.0
 - Allowed for military and civilian command EO surveys but limited features due to DOS platform
- PERS-61 funded Windows-95 upgrade
 - Called CATWIN
 - CATWIN 1.0 implemented in 1999

CATWin

Command Assessment Team Survey System For Windows

40
100
1000



My Computer



CatWin



Pulse Point



Network
Neighborhood



Cooper.txt



Shortcut to 3½
Floppy (A)



Recycle Bin



DATATEST



The Internet



leif



logos



militaryblank



My Briefcase



usnatest.sav



PNA_Exampl... Pngsetup.exe





Features



- Portable and flexible
- Windows-based
- User can add or modify survey questions
- Allows for on-line administration
- Automated analyses of survey by key demographic groups
- Variety of ways to view & print data



Features (continued)



- Multiple question types
 - Custom scale
 - 3 point scale (Disagree, Agree, NA)
 - 6 point scale (Strongly Disagree. . .Strongly Agree, NA)
 - Yes/No/Don't Know
 - Single-select (Pick one)
 - Multiple-select (Select all that apply)
 - Open-ended
 - Responses typed directly into system
- Filtering
 - Allows for breakouts between two demographic groups
 - Allows for comparison of one survey question based upon answers to another



Features (continued)

- Open-ended responses typed directly into system
- Export Feature
- Network compatible (next version)





Features: On-line Help



The screenshot shows the SurveyTool software interface. On the left is the main window titled "Survey1" which contains a tree view with "Untitled Survey" selected. On the right is a "Help Topics: SurveyTool" dialog box with tabs for "Contents", "Index", and "Find". The "Contents" tab is active, displaying a list of topics:

- Overview
- Survey Design
- Survey Administration
- Survey Analysis

At the bottom of the dialog box are buttons for "Open", "Print...", and "Cancel". A status bar at the bottom of the main window says "For Help, press F1".



Advantages



- **Easy to use: Windows-based system requires little computer experience**
- **Automated data organization and data entry**
- **Analysis requires no additional programs**
- **Customized graphs easily generated**
- **Provides quick and accurate survey analyses**



User Requirements



- **Working knowledge of Windows and Windows programs**
 - Tool bars, menu bars
 - Right mouse buttons
 - Drag and drop
 - Windows Explorer, Word, PowerPoint



System Requirements



- Windows 95
- CD-ROM drive
- 16 Mb RAM
- 20-40 Mb disk space
- 800x600 screen size
- High Color (16 bit)



Sample Question



I usually get the recognition I deserve.

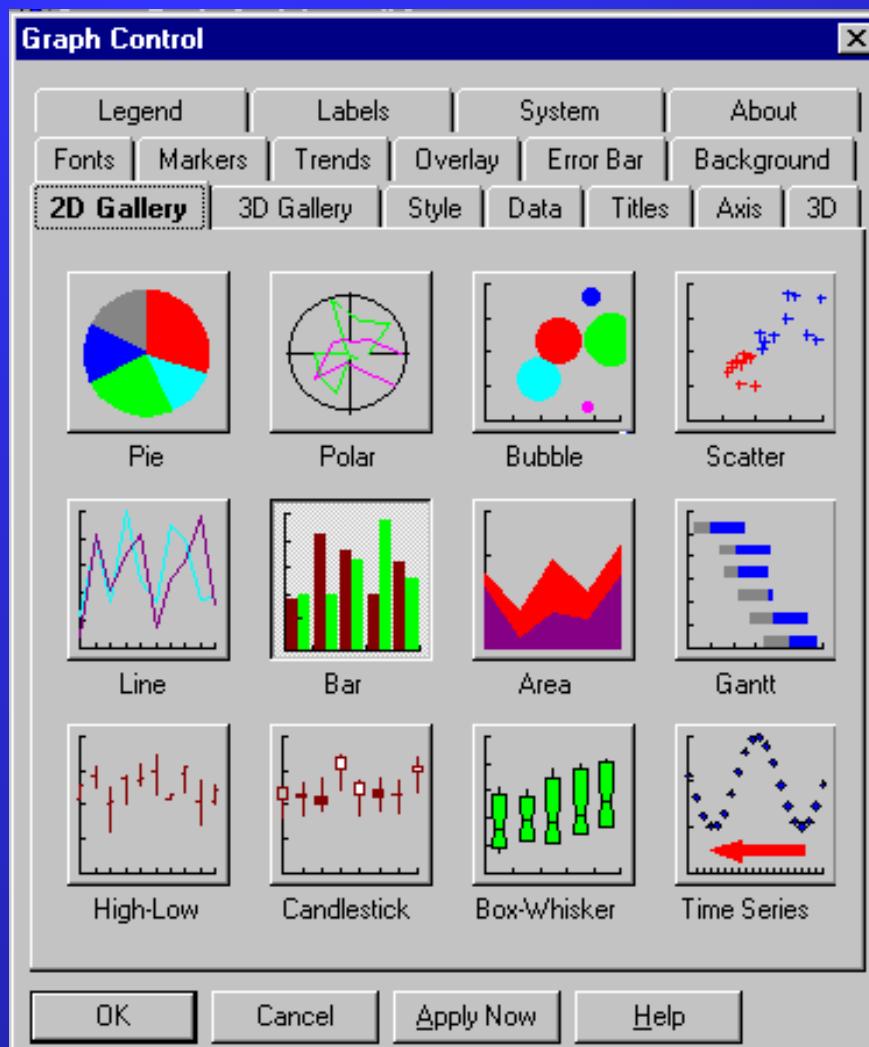
- Strongly Disagree
- Disagree
- Neutral
- Agree
- Strongly Agree
- Don't Know/NA

Back



Analyzing a Survey - Powerful Graphics Control

NPRST

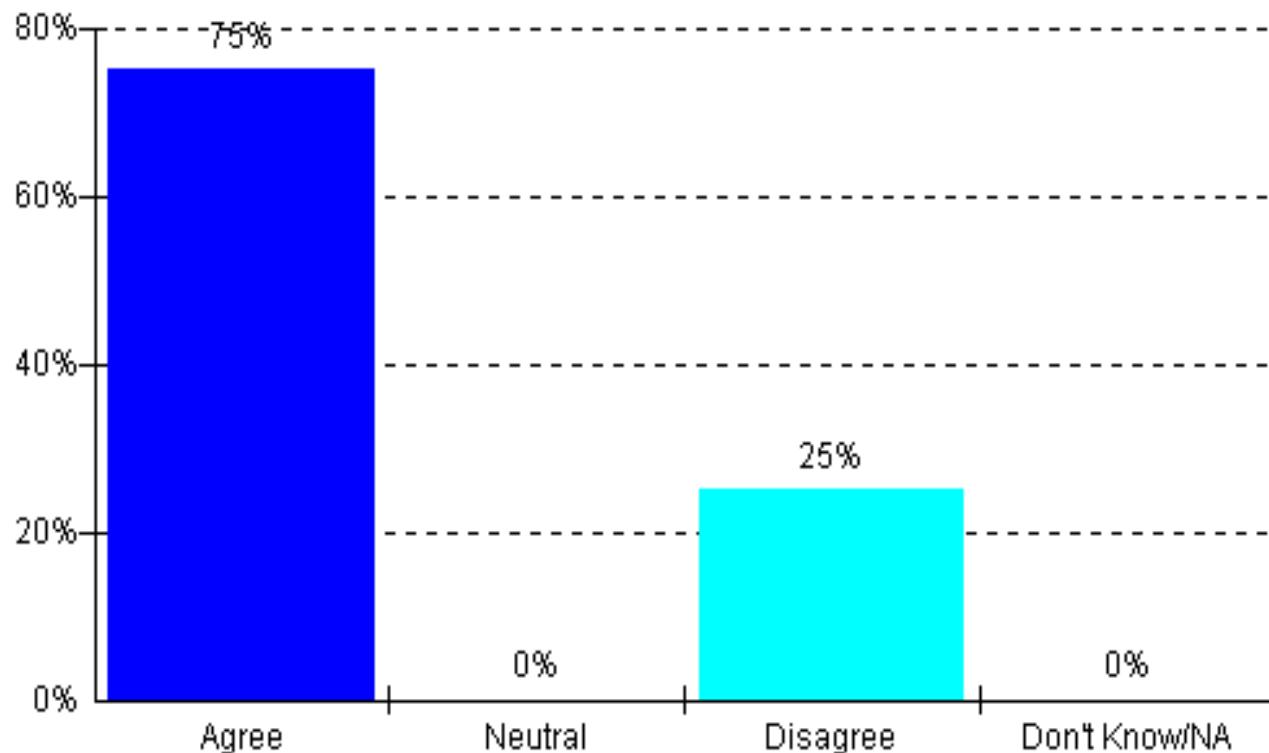




Sample Output: Simple Bar Graph



The leadership at this command enforces the Navy's policy on sexual harassment.

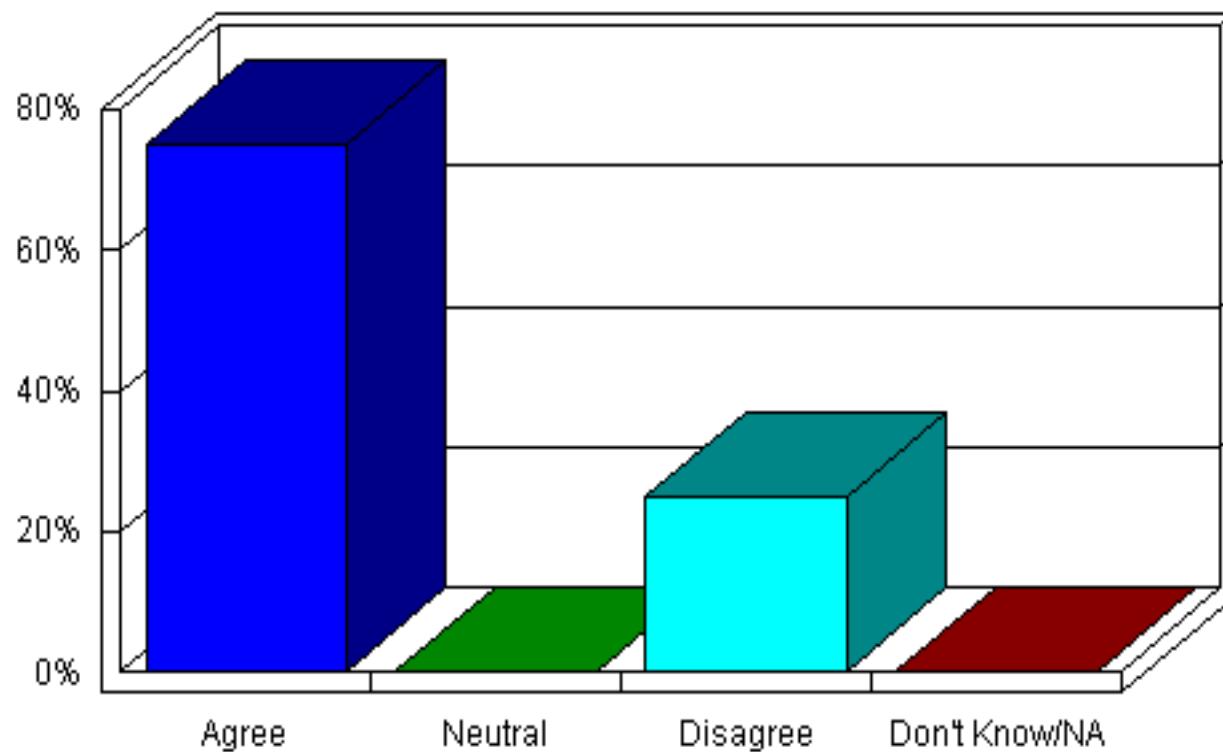




Sample Output: 3D Bar Graph



The leadership at this command enforces the Navy's policy on sexual harassment.





Analyzing the Survey - Filtering



- Allows for breakouts between two demographic groups
- Allows for comparison of one survey question based upon answers to another



Distribution: CATWin Web Site



- CATWin 1.0 Web distribution began in early 1999
- Site contains software, user guide, standard survey, NEOSH results, and updates
- Latest norms
- Site also contains CATSYS 4.0 software and user guide
- Access through CATWin Web Site:
<http://catwin.nprdc.navy.mil>



COMMAND ASSESSMENT TEAM

SURVEY SYSTEMS

[Warning:](#) Use of this web site constitutes consent to monitoring.

[Home](#)

[CATWin
Software](#)

[CATWin
Documentation](#)

[CATSYS 4.0
\(pre-CATWin\)](#)

Welcome to the Command Assessment Team Survey System for Windows (CATWin) Web Site. CATWin is a Windows-based computer survey system used to design, conduct, and analyze a command equal opportunity survey in accordance with Navy policy.

Using this site you will be able to download:

- Copies of the latest [CATWin](#) survey software
- The revised Command Equal Opportunity/Sexual Harassment ([CEOSH-99](#)) survey for use with CATWin
- The [CATWin User Guide](#) that contains what you need to know about the process of designing, conducting, and analyzing a command equal opportunity survey
- Revised Navy-wide [Norms](#) based on the results of the 1997 NEOSH survey, for use with the CEOSH-99 survey
- The [results of the 1997 NEOSH survey](#), as briefed to the Third DoD WorldWide Equal Opportunity Conference in Birmingham, AL, July 1998.

We plan to use this web site to provide updated CATWin

[Home](#)

CATWin is the Windows upgrade to the CATSYS program. Among its many new features, users of CATWin are able to:

[CATWin Software](#)

- Produce high-quality color graphics and tables
- Design and input agree-disagree, yes-no, multiple-select, and open-ended survey questions
- Print to all Windows-compatible printers, including color printers and networked printers
- Export graphics to other Windows-based programs (e.g., Word)

[CATWin Documentation](#)[CATSYS 4.0 \(pre-CATWin\)](#)

Note to Windows NT users

To download CATWin:

1. Create a temporary directory and download [CATWin](#) (approximately 10Mb in a self-extracting file).
2. Use Windows Explorer to run the self-extracting file from the temporary directory - expand to the same temporary directory.
3. The installation program will start automatically. Install the program to a permanent directory - the default is c:\program files\catwin .
4. Download the [CEOSH-99 survey](#) into the same directory as CATWin.
5. Once CATWin is installed, an icon is placed on the desktop. Double-click on the icon to start the program.



CATWIN 1.1: New Features



- On-line Norms allow for comparison with Navy-wide data or across years
- N's included on tables in addition to percentages
- Bugs in graphs/tables functions fixed

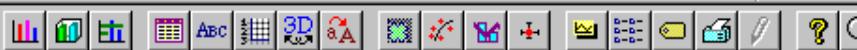


Percentage

N1

N2

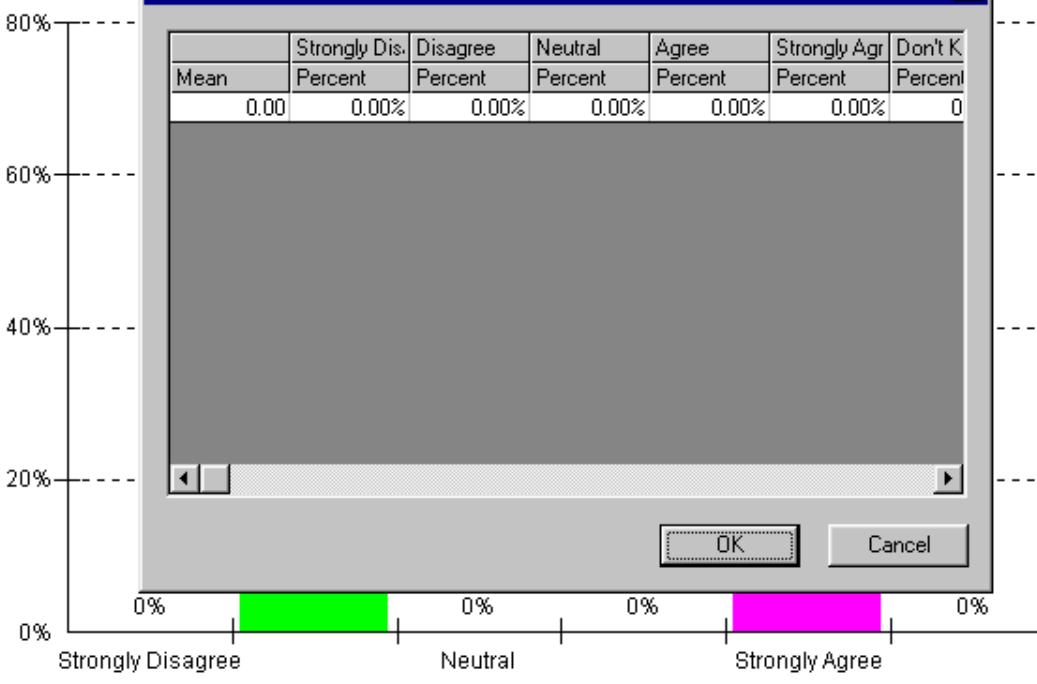
No Filter



Unfair Treatment

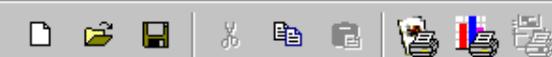
Update Norm Data

Mean	Strongly Dis.	Disagree	Neutral	Agree	Strongly Agr	Don't K
	Percent	Percent	Percent	Percent	Percent	Percent
0.00	0.00%	0.00%	0.00%	0.00%	0.00%	0



OK

Cancel

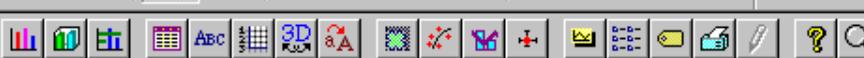


Percentage

N1

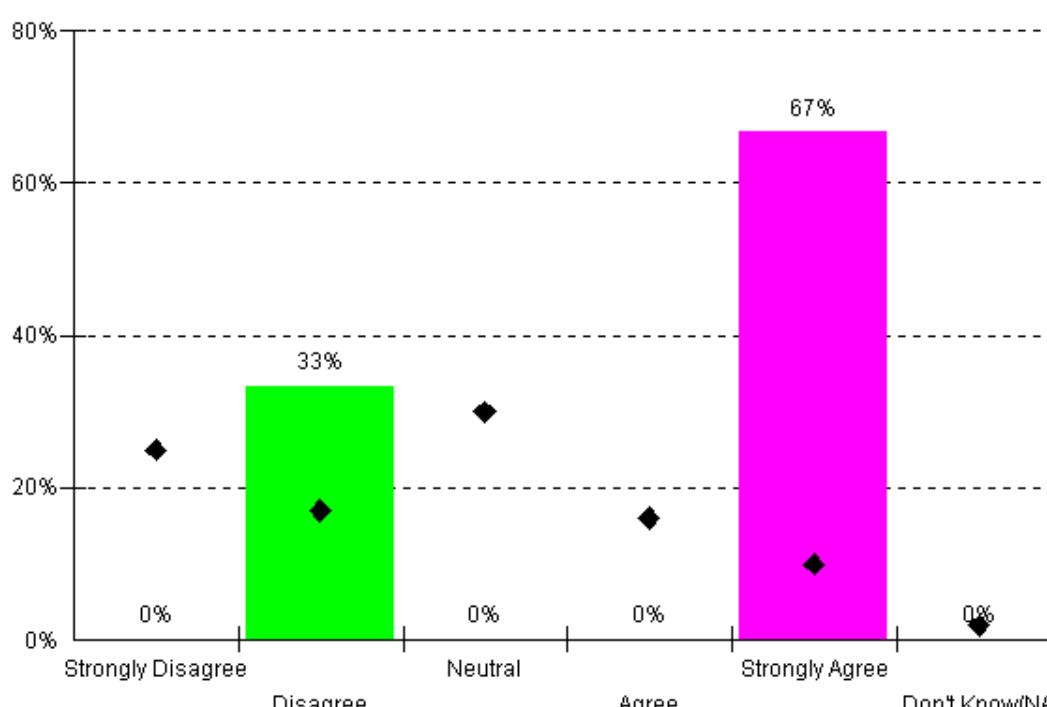
N2

No Filter



- CEOHS-99
 - + Demographic
 - + Mil-paygrade
 - + Civ-paycatec
 - + Advancemer
 - + Grievances/I
 - Chain c
 - Unfair
 - Fair He
 - + Discrimination
 - + Sexual Haras
 - + Fraternizatio
 - + EO/SH Train
 - + Work Issues.
 - + Diversity Issu
 - + Extremist/Ha
 - + Retention/Tr
 - + Discipline
 - + Command Sp
 - + Untitled Sect

Unfair Treatment





Norms: Comparison of Service-wide and Unit Survey Results



- Core questions on CATSYS/CATWIN that are used to assess the EO/SH climate at an individual command, are identical to questions on the NEOSH
- Service-wide and command-level surveys are linked together for the purpose of comparison
- Within 6-9 months of the NEOSH Survey administration, norms are available to commands to compare the results from their climate assessments to the NEOSH
- Norms are an essential part of the command assessment process



CATSYS/CATWin

CEOSH-99



NEOSH





Future Directions



- **LAN applications**
 - Improved installation
 - Improved security

- **Web Applications**

SurveyTool

File View Help



Welcome to the CaWin 2.0, LAN version

Survey System Login

Username

Password

Data source